

Performance Management

Year: 2006

syngenta

Employee: [REDACTED]	Position/Title: [REDACTED]
Department: Environmental Sciences	Division/Function: HA & ES
Manager: Harry Swaine	Position/Title: Head, Global Env. Sciences

Annual Objectives

List no more than 6 specific objectives using the SMART criteria. These should be a mixture of specific role activities ("What") and behavioural elements ("How").

Objectives	Self-Appraisal	Manager Appraisal
Individual Objectives 1. Deliver of SYPOS workstate with declared SD availability and agreed study rates and meet global Efte budget as agreed per LE3 2. Contribute to 2020 restructuring project and implement changes as required by project plan.	Budget challenges identified during LE1/2 have been met with reductions in recruitment, travel and consumables – budget is on track to reach LE2 – currently we won't compromise delivery of any of the key projects Process ongoing, with contributions to general strategy, approach and data/options analysis	
Team Objectives 1. Effectively deliver Stage 1/2/3 development support under Velocity <ul style="list-style-type: none"> 446: Follow-up in EU and deliver Nafta submission Stage 3 development of OPA Compound SYN508210 Stage 3 development of OPA Compound SYN 520453 for foliar use 2. Effectively deliver key Product Life Cycle Management (PLCM) projects – must wins <ul style="list-style-type: none"> Atrazine Memorandum of Agreement Project USA S-MOC Product Stewardship-Support EAME Support Registration of Proclaim in EAME THIAMETHOXAM Maintenance and Registration support in US and EAME Paraquat Image: Project Support - Environmental Safety Assessment EU Soil erosion project CTN : EU Re-registration (EAME) MESOTRIONE PRODUCT MAINTENANCE Project – label expansions and carry over mitigation Soybean Rust -- Triazole label expansions 	446 submitted as per project plan Stage 3 projects are running per schedule or slightly ahead despite some delayed decision making for the placement of ST studies – this will have to be watched in Q3/Q4 MOA project is currently facing severe budget challenges which we will try to accommodate without compromising EPA acceptance. Ongoing, SMOC France issue resolved and re-registration gained, study design nearing completion All other PLCM projects are going per plan – Mesotrione Carry Over appeared to be more problematic in 06 but was handled well, the triazole submissions in Nafta have been postponed until 10/06 for tactical reasons – section 18s have been achieved	
Special Projects 1. Lead catalyst team to successful organization and delivery of R&D conference	Well – this has taken much more time and energy than originally expected – personally and for the team I was happy and satisfied with the outcome.	

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Overall Performance

Provide a broader view on employee's overall impact in the job.

Demonstrated Achievements & Strengths	Learning & Development Needs
Manager Comments	Employee Comments

Development Plan

State your career interests/goals and provide a specific action plan.

Short Term (0-2 Years):	Longer Term (3-5 Years):
Learning & Development Action Plan (Over Next 12 Months)	

Overall Performance Ranking

To be completed once calibration has taken place.

Overall Performance Ranking:

Lower Quartile ☐Stretch Performance ☐Upper Quartile ☐

Employee:	Manager:	Next Level Manager:
Date:	Date:	Date:

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